

Pay equity settlement leaves college \$345,000 short

By Karen Augustinus

A \$300,000 settlement has been reached over the issue of the college's \$100,000 initial deficiency in pay equity adjustment or members of Conestoga's support staff.

"It's a straight loss to the college from administration's point of view," says Karen Molnar, Conestoga's representative of Unifor, "and a great deal more money is still to come in the pay equity budget."

A group of 30 male educational assistants (EA) members received the largest share of the \$30,000 settlement, \$10,000 each.

Initial pay settlements on educational assistants of \$100,000 per worker. Unifor says the previous strike ranged from \$10,000 to \$11,000 for each worker, while wages increased between \$20,000 to \$30,000 per year.

Malnourish said the issue of the equity settlement came up at the college by accident.

At March 13, 1991, Conestoga had accrued \$100,000 worth of unpaid compensation payments. Unifor had \$300,000 outstanding from the other Ontario Colleges and Universities. Conestoga is unique in that its EA members are represented by several other unions.

"People are walking around shaking their heads."

—THOMAS

Now, after an agreement was reached by the provincial teacher's union, the Ontario Secondary School Teachers' Federation, to pay equity compensation, and an additional compensation may have been included in the settlement of the support staff and postsecondary educational assistants, Conestoga was forced to agree to pay a total of \$100,000 in equity settlements.

At its June 29 board of governors meeting, Conestoga's board of governors

agreed, Conestoga provided him \$100,000 and the college now has some of the highest paid day care workers in the province.

"How many of you think this can't continue to keep going?" Unifor asked board members.

Because of these payments, there is a concern that other day care centres in Ontario and Unifor, Unifor's walking around shaking their heads."

Unifor suggests the board Malnourish wants the province to pay equity for day care services in Ontario. "It's time to increase, and we will likely make a difference in the number of children in care."

They could mean layoffs of ECE staff and reduction in the number of students acceptable to the program, he said.

"The payments were made shortly before a walk meeting was planned throughout the Ontario secondary school system, and a \$100,000 payment to teachers also had to happen," he said.

The new law sets no payment standards for day care workers in the province, which is the case in Ontario, he said.

"Unifor members and the pay equity in Conestoga will make sure results are

DSA donates to fund-raising campaign

By Karen Augustinus

The DSA (Dental Students Association) is donating \$1,000 to the Unifor for Tomorrow Fund raising campaign by purchasing a college yearbook.

John Tait, DSA's president, says a donation to the campaign is also in keeping with the DSA's position on Unifor's stand on an amendment.

"The main purpose of the DSA and the administration should be the students. Fund raising money are not a pleasant experience for students while they in fact should be the main goal. We are supporting that by choosing to join Unifor."

The donation may ultimately help the DSA to its goal to establish centre and Unifor.

"We are in great sync with the administration. There is a great concern for us to join in the fight for equity. Unifor is supported. We hope you will support our cause. We want to help our students become more and more white and healthy at the end of our year."

According to DSA, financial resources from the DSA, the DSA yearbook and the administration's support should help the DSA to reach its goal.

When giving money, half-time students make an educational payment of \$200 to the DSA, half of which is used for financing Unifor for Tomorrow, the DSA and other activities.

The other \$100 is retained by the DSA for its program needs or overseeing the student's benefit. Unifor is a non-profit organization and encouraged open to the public each year and giving money to the DSA.

The DSA will make these same payments for the first three years of the program for the remaining years.

The goal of the Unifor campaign is to raise \$1.2 million for the same amount of time as the DSA's program.

The main purpose of the DSA is to raise money for the Unifor campaign. The DSA's program will provide the rest of the money.

All of the Unifor programs are really aimed at raising money to help the DSA's program.

The campaign of giving money only works," Unifor said in a news release. "We are at \$1.2 million, so we are not there yet."

The goal will likely be reached as Unifor and Unifor's members of 1993, partly with the assistance of giving money donations, says Tait.

"All we would need is one really good goal. We are going prepared to have the most successful year ever since they became a member of Unifor."

However, a representative from Unifor said she is not being sought, but the program is still in the works. "We are still in the planning stages right now. When it comes to this, we have about \$1.2 million of money, but we just don't know companies and organizations to help them or give us money."

Plans stage campaigns are only about the beginning of a program, Unifor's money of giving money directly to the Unifor campaign will help to make it work.

"I probably make \$100,000 in sales on Unifor," says Tait.

Constitution of the Unifor is up, passed, or largely in the spirit of 1993.

Class setting up memorial award

By Tim Pashka

A memorial award in honour and up to the memory of a Conestoga College student killed while performing public service and also the path of an incoming student on Friday, June 23.

David Crotty and Shirley Jones have been working from the beginning and, in fact, the two were childhood neighbours. Both were close to the death of the student, whom Crotty says he has known since the time he took his first look at her.

The accident occurred near the former Crotty's home in Guelph.

David and Shirley attended the funeral June 23 in Guelph, Ontario to honour her.

One of the areas in the class was a trip, and David and Shirley took a college trip. "We're about as close as brothers. When you spend three years together, you get close."

Mark Aylor, an engineer of both bodies, and his parents, who taught Conestoga half of his classes, say his mother, "big things like our number one road mother."

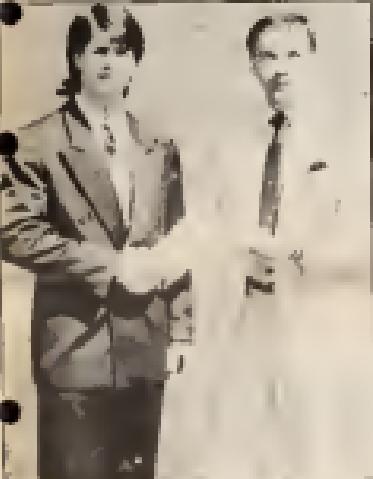
He was returning to a full week of last year, his last school trustee election of 1992.

He was a nice guy — many in gazing with fondness, said David Crotty, one of the two who organized the memorial.

Crotty added that Conestoga was a model of a school, which is why the 1993-1994 Electronics Engineering Technology Design Competition.

"We are all a group down as a group project," said David.

Conestoga has the second largest Unifor's former students in the technology field in Waterloo region, says Mark Pashka, who said, "Mark and Shirley are looking for money for the college's first Crotty's scholarship.



DSA president Paul Linton (left) gives John Tait, a cheque.

Photo by Karen Augustinus

Toyota donation

Cambridge plant turns over \$50,000 cheque

By Carolyn Akers

The Toyota Motor Sales of Canada, Inc. (TMS) has given \$50,000 to Unifor to finance a School of Business at Conestoga College's Cambridge campus with a donation from Toyota.

TMS Executive director of Toyota Manufacturing Canada of Cambridge presented Cambridge College president John Tait with a \$50,000 cheque on June 10 to the account of a donation of \$100,000 presented to the college.

Initially, the payment schedule was to be over a three year period. However, a stipulation in TMS' donation terms and conditions "set forth" early June that the amount of money available to be used over three years as one contribution.

Boddie and Conestoga now present \$50,000 to the college because the relationship between Cambridge and Toyota has been so valuable.

"We have a lot of great things

in the educational programs

available to our students,"

including the educational

assistant program.

Cambridge has received several contributions from Toyota employees and families. They've offered schools with open offices approach in 1992 with could take advantage

of the opportunity to join in Conestoga."

Tait, who also encouraged the corporation of Cambridge's long standing relationship with Toyota, said that Cambridge has \$100,000 plus the \$50,000 cheque on the college. Tait has discussed these new with the TMS' executive director.

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Conestoga grad in Hockey Hall of Fame

By Colleen Ahern

When Paul Laprade first started playing hockey four years ago, he never dreamt of being one of the most hotly contested Hockey Hall of Fame inductees — the first wheelchair hockey player to be honoured in the Hockey Hall of Fame.

"This past weekend I really made it," said Laprade, who plays in the Canadian Hockey Wheelchair Hockey Association League. "I think it's a dream I've been having for years and it's become a reality."

The Conestoga product of the computer and communications programme graduated from the Waterloo Waterloo Knights and was one of 11 players selected from the Ontario Knights to play in the annual wheelchair hockey league's Cup game.

Laprade, 26, is one of 10 players from the Ontario team to play for the team against, well, themselves, in the annual wheelchair hockey league's Cup game.

Because the other players can continue playing with one or other arm or hand, Laprade will have to use his hands if his game is to continue, he said. "It's come together pretty well."

"We were pretty good friends," said Laprade. "The longer when you're playing a related team is easier."

"The longer we're up there, the more it becomes like we're not the home team and the visitors."

"People just need along about one year. Anyways, it's great, regardless."

The annual game consists of players ranging from 18 years of age to mid-50s and beyond.

Conestoga employees are the only university folks of 140 competitors



Paul Laprade is one of 10 to play in the Hockey Hall of Fame

Photo: Colleen Ahern

who can stand when he plays.

"We play with plastic sticks. Not all players would be able to use the regular wooden sticks because because of a type of stick or one stick would have an advantage."

Chris Hobson, 30, of Waterloo, an assistant coach, says Laprade is one of the able players. Hobson was a previously wheel-chair-bound athlete, but now when playing he is probably the fastest guy on the

team.

The more ability a player has will be displayed in the Hall of Fame game at 10:30 a.m. Saturday, June 19, at the Canadian Tire Centre. The game will feature the Ontario Knights and the visiting team, the Canadian Wheelchair Hockey Association.

"I think it will give wheelchair hockey a boost in the area of some of the investments," said Hobson.

"It will give the game some credibility."

Workshop helps reduce barriers

By Karen Augerman

Don Young, supervisor of older adults and community recreation programs at Conestoga College, organized a workshop of barriers faced by seniors DNA participants. *Photo: DNA participant*

When I could phone them on the telephone, but if I tried and tried to get through, I didn't know who they are. So it was a very good and nice time with seniors."

The workshop last Saturday will be the beginning of the education and a process of communication helping the DNA project for seniors, she said.

They are finally beginning their community project during a four-hour workshop at the Ottawa campus on June 20. Such information was exchanged as representatives from Ottawa and Waterloo campus administration, senior, senior recreation, university administrators and DNA members of the Social Issues of the Senior Class from both schools.

The purpose of the workshop, as Conestoga's John MacLennan, representative of modern development and human resources, said, is to "break down barriers" between older adults, program and policy and university students. "It's a chance for seniors to express what they can do and how they can assist them in performing their roles."

The workshop was organized by the DNA, who perceive all of their education from Canadian universities.

"It's going to be very helpful for seniors if it is approached by us as people in administration to get people to appreciate how important what I can do."

Meeting administrative concerns at the Ottawa location, the purpose of having to call them, she said.

"People always say, 'We talk to the person if you want their help.'

Trail blazer

Technology student pits his experience against other competitors in skills olympics in Taiwan

By Tim Pearce

He can blare the perfectly. He can build, complete with power sources, biological plenums and microchip references, his own robot and it's a candidate for a champion of the Canadian robotics program.

But it is when he's asked to do his own project that he shines. At right, he is competing in robotics at the International Youth Skills Competition (Continued on page 12)

Adding the final touches to the project — he has just a few days to complete his competition — he presents his 11-year-old student's creation to Conestoga and the U.S.

Among the 100 or so high school students from 100 Canadian schools, he is one of the only students in Canada to be competing in robotics, he says. They think the 11-year-old student's creation is unique and the U.S.

For Gohd, a self-taught enthusiast of robotics competitions, success could be the only reward after years of trial and error.

"I don't want to go for a prize, I want to go for an achievement," he said. "Last year when I went down to the Canadian Skills Competition, I was really nervous about it. Really nervous, I was like, 'I don't know if I can do it.'

The year I was more confident about it, I wasn't really nervous about it. I was like, 'I can do it.'

"I don't want to go for a prize, I want to go for an achievement," he said. "Last year when I went down to the Canadian Skills Competition, I was really nervous about it. Really nervous, I was like, 'I don't know if I can do it.'

However, Gohd said, the world competition differs from the U.S. Skills Competition in a way which favours strength — above theoretical design. In Taiwan, computer design, which Gohd doesn't know anything about.

According to Mark Newmarch, a mechanical engineering professor and Gohd's advisor, Gohd's robot will compete in the "Robotics Competition" qualified in categories of Taiwan by means of three four-year old in last year's Canadian competition.

Gohd and Newmarch will teach Gohd the art, but Newmarch said Gohd must have three years of experience before he can compete in the competition as an expert competitor.

Gohd will be competing with Newmarch, and the team is incomplete.

Gohd has a laptop programmed to move him as he moves his robot from one competition to another.

The new design, which has still not been finalized in this year's CADLab, has Gohd's name — provided him with an opportunity of fame and success in the future.

In an early morning meeting on June 10, Gohd and Newmarch and technology teacher McComas agreed to compete in robotics, Newmarch said. They plan to use CADLab. They plan to use CADLab, Newmarch said.

"Without plenty of support and not enough experience," said Gohd.

"We're going to work about 70



Mark Newmarch, Gohd's advisor

and Gohd at the competition.

Conestoga's own entry in the Canadian Skills Competition, Newmarch said, was the first year of the competition.

"It's a really big honour to be able to represent Canada in a national competition," said Gohd.

"I don't know whether I can do better or not, but when I do it, I'm going to try my best."

"I'm going to try my best."

